

WorldatWork
**2018 TOTAL
REWARDS**
Conference & Exhibition

globoforce*
work human™



BUILDING A HUMAN WORKPLACE THROUGH SOCIAL RECOGNITION

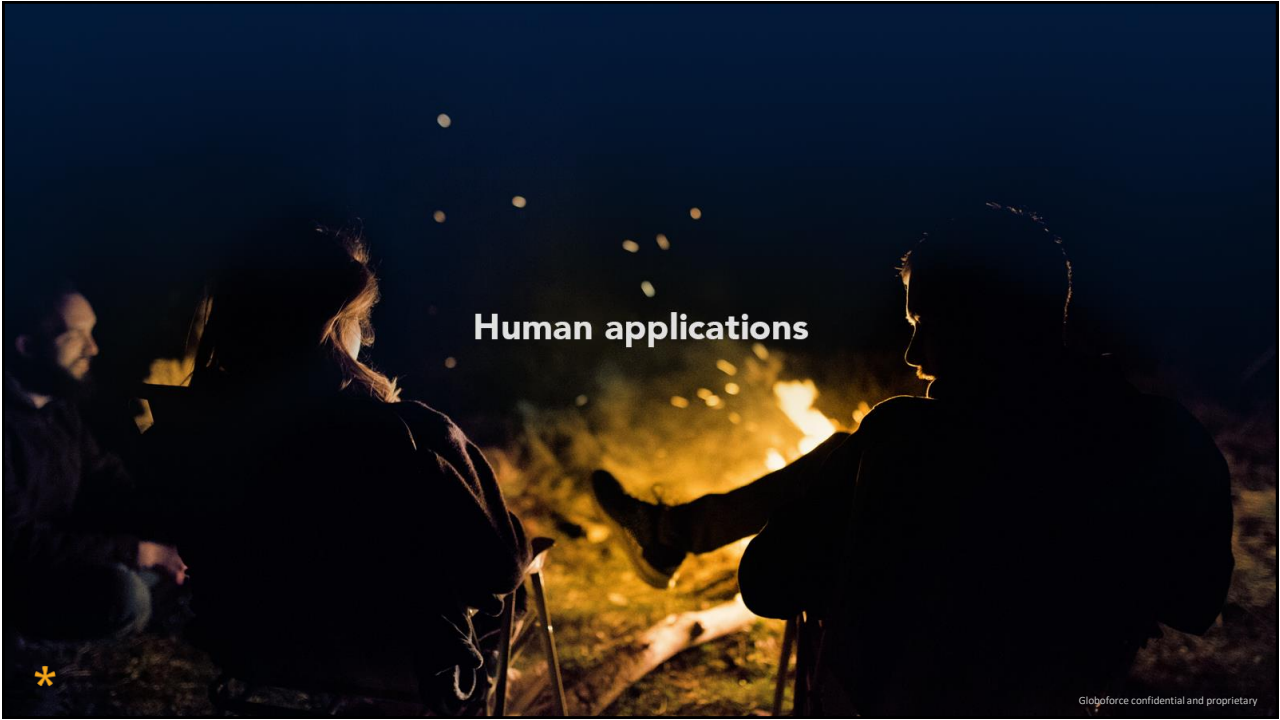
NICK VOLLRATH, MERCK & CO, INC.

MICHAELA LEO, MERCK & CO, INC.

DAVID WATSON, MERCK & CO, INC.

BRENDA POHLMAN, GLOBOFORCE

WorldatWork.



Human applications



Globoforce confidential and proprietary

Social recognition creates a

better employee experience

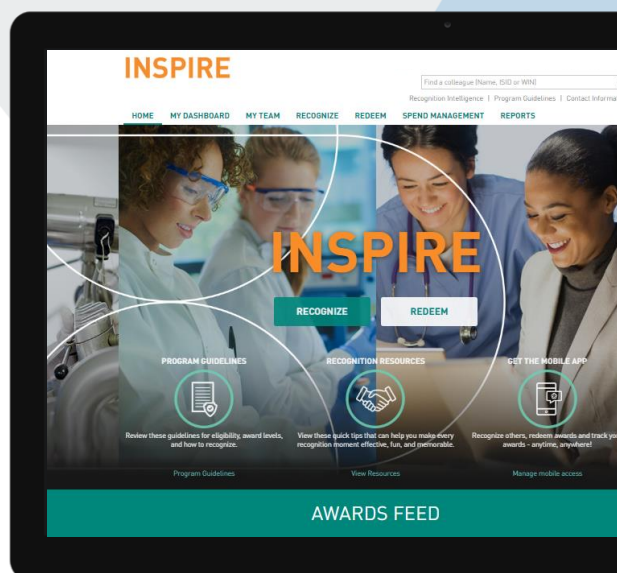
and that leads to

better business outcomes




Ambitions for INSPIRE

- Create a culture of recognition and engagement by empowering all employees to recognize others
- Acknowledge and celebrate those who deliver for our company by offering a global recognition experience that is consistent, simple and meaningful





Gileadforce confidential and proprietary



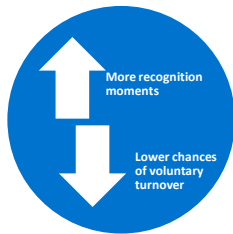
Full Scale Approach

- 400+ global ambassadors
- Library of capability-building resources
- Branded visual campaign
- 11 languages
- 300 pieces of collateral

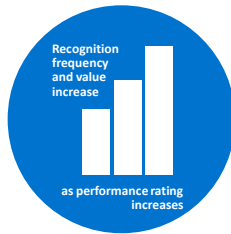


The ROI of social recognition



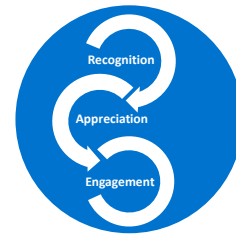
TURNOVER

On average, an annual rate of 7 - 10 recognition moments is correlated with **2X lower chances of voluntary turnover**.



PERFORMANCE

Employees who receive frequent recognition (at least 5+ awards per year) are significantly more likely to also **increase their year-over-year performance rating**.



ENGAGEMENT

Employees recognized with 1.5 - 2 awards each quarter feel significantly more appreciated for their performance and as a result are **significantly more engaged**.



Source: WorkHuman Research Institute
Globoforce confidential and proprietary

INSPIRE



192k
recognition moments



36%
peer-to-peer



53k
mobile recognition
actions

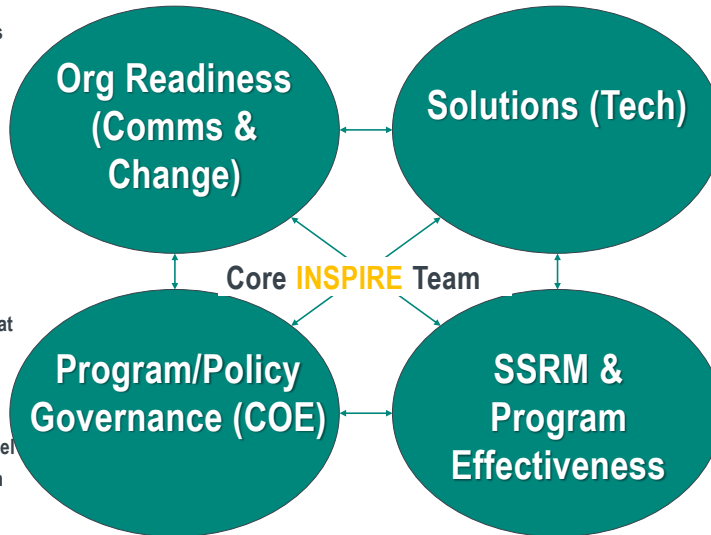


70% of employees
recognized
in 83 countries



INSPIRE SUSTAINMENT MODEL

- Drive Sustainment Comms Planning & Execution
- Maintain Partnership with Globoforce Comms Team
- Interface with Global Ambassadors
- Be the "D" for Policy and Program related issues that arise
- Maintain connection with Regional Comp & Benefits Leads
- Tier 3 within Support Model
- Be the face of the program



- Management of Ongoing Product Releases
- Partner with Internal IT on any Integration/IT Changes
- Keep the MPO Updated (i.e. Data, GDPR, etc.)
- Maintain the Strategic Partnership with Globoforce & Comp COE
- Drive Globoforce toward new capabilities (partner with Solutions)
- Manage INSPIRE Payroll and Reporting Strategy
- Lead all Support Related Items (Model, Materials, Escalations, etc.)



Questions



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Thank you

